



Sustainable Development and Social Responsibility (SD&SR)/PRME 2016 APPENDIX 18: ESSEC Gender Equality working group

Contact Us	Viviane de Beaufort and Séverine Jauffret Co-Consultants of ESSEC Gender Equality
Name of initiative	ESSEC Gender Equality working group
Area(s) of action	Diversity, Education, Awareness, Campus Action
Issues	This working group was created to support the implementation of the Conference of Grandes Écoles (CGE) Gender Equality Charter and to promote and expand ESSEC's contribution to the Management and Society topic.
Objectives	<p>The working group develops these areas:</p> <ol style="list-style-type: none"> 1. Practice and share a gender equality culture 2. Prepare female students to advance within companies 3. CGE actions and survey follow-up 4. Projects to even out the gender balance in our sectors 5. Develop Women Executive Programmes 6. Boost the image and actions of Women Involved 7. Expand the influence of research 8. Create a gender equality HR policy <p>ESSEC has undertaken to apply cross-disciplinary actions in each of these areas across multiple campuses: Cergy, Paris la Défense, Asia-Pacific, Africa Atlantic Ocean</p>
Timeline	Year-round actions
Partner(s)	Conference of Grandes Ecoles (CGE), Centre of Excellence for Management and Society (CEMAS), Campus@ESSEC CSR, HR Dept., Works Council, Executive Education, Governance and Gender Programme (CEDE), Leadership and Diversity Chair, Career Services, students clubs and societies (HeforShe ESSEC, etc.)
Brief description	<p>Actors in the initiative: CEMAS and CSR@ESSEC Year begun: September 2014 Examples of actions:</p> <ul style="list-style-type: none"> • Flagship project: 17 March 2016 ESSEC Gender Equality Day - part of the 2016 Diversity Awareness Certificate programme rse.essec.edu/certificats/gender-equality-day • New gender equality agreement at ESSEC was signed that includes tele-commuting • Partnership with HeforShe ESSEC to organise Gender Equality Day • October 2015 - Event at ESSEC Involvement Week • Nov.-Feb. 2016: CGE Stereotype Busters contest opened to students. A female ESSEC student won the individual poster category (see joint interview with the student, EDF (which awarded the prize), ESSEC and CGE) • Interfaced with the dean of the ESSEC Foundation Teaching Awards • Three Pay Negotiations for Women workshops for female students enrolled at Grande École and soon-to-be MS graduates
Learn more	gender-equality.essec.edu

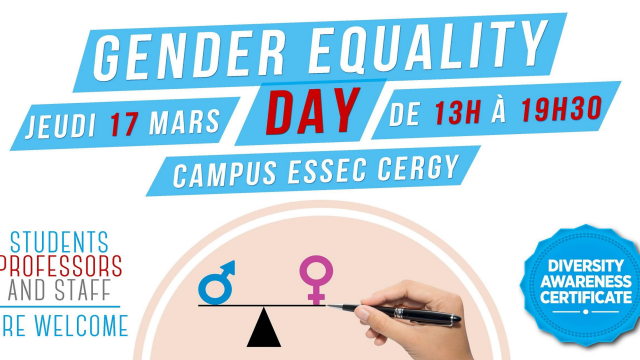
Budget	Internal funding
Scope	Local, national and international
Tracking and assessment indicators	<ul style="list-style-type: none"> • See ESSEC CGE Survey • Three Pay Negotiations for Women workshops for female students enrolled at Grande École and soon-to-be MS graduates: 103 enrollees, including five from Singapore by Skype • Gender Equality Day: 15 speakers, over 150 contributions
Facilitating elements	Support from General Management and CEMAS, co-consultants involved
Obstacles, problems, solutions	The need to explain why gender equality is a subject!
Comments	Seeking kickoff partners to step up actions
Regulatory references	http://travail-emploi.gouv.fr/dialogue-social/egalite-professionnelle-et-salariale-femmes-hommes/article/l-egalite-professionnelle-homme-femme
SD&SR Guidelines	Chapter 1 - Governance/Action Plan

GENDER EQUALITY DAY 2016: PROGRAMME

*In honour of International Women's Day
(March 8)*

1:00 PM - 2:15 PM: Opening conference

Mediator: Junko Takagi, Leadership and Diversity Chair professor
 Welcome speech: Jean-Michel Blanquer, Managing Director of ESSEC
 Introduction of major figures and issues in gender equality in France, and action plans, by
 Emmanuelle Latour, Associate Director, Department of Women's Rights and Equality, French Ministry of the Family, Childhood, and Women's Rights
 Overview of key gender-based figures in several world countries by students of the Leadership and Diversity Chair



2:15 PM - 3:15 PM: Issues in professional equality at ESSEC

3:00 PM - 4:30 PM: How can stereotypes influence behaviour and create inequalities? Live interactive quiz

4:30 PM - 5:30 PM: Pay Negotiations for Women workshop

5:45 PM - 7:30 PM: Round table - Professional equality: drivers and best practices in the workplace in France and around the world

7:30 PM: Closing cocktail party

Organisers: ESSEC Gender Equality Group, CSR@ESSEC, Leadership and Diversity Chair, members of the Centre of Excellence for Management and Society (CEMAS)
In partnership with the HeforShe ESSEC student society
Coordinator: Marie-Sophie Pawlak